



JAMAICAN
CANADIAN
ASSOCIATION

ESTABLISHED 1962



2012 AGM REPORT



United Way
OF GREATER TORONTO
Member Agency

2011 - 2012 Board of Directors

President	Audrey Campbell
Vice President, Volunteer Services	Sylvanus Thompson
Executive Secretary	Adaoma Patterson
Assistant Secretary	Janet Samms
Membership Chair	Pam Reynolds
Public Relations Chair	Yolan Williams-Henry
Women's Chair	Charmaine Sewell
Fundraising Chair	Marcia Brown
Youth Chair	Dwaine Osbourne
Building Chair	William Jenkins
Education Chair	Del Miller
Chief Executive Officer	Michael Foster



Staff

Senior Management Team

Michael Foster, CEO
Shamette Hepburn, Program Manager
Gregory Hamilton, Finance Manager

Joe Boateng, Coordinator Settlement Program
Paulette Crooks-Drummond, Coordinator, CYFS Program
Mansur Mussa, Coordinator, Employment Program
Charmine Lane, Coordinator, VAW Program
Mary Mark, Coordinator, YOW Program
Marie Chapman, Settlement Counsellor/Receptionist
Noeline John, Employment Counsellor
Colin McClean, Job Developer

Trecia Lamey, Family Service/ LIP Counsellor
Claudia Moore-Beepatt, Receptionist
Jennifer McFarlane, Building Operator
Beverley Valentine, Family Service/Intake Worker
Keisha Crooks, VAW Counsellor
Grace Williams, Family Service/ K-Club Counsellor
Troy Logan, Youth Outreach Worker
Ann-Marie Whyte, Employment Program Assistant
Maxine Francis, Facilitator, Seniors Program



Our Vision

JCA will be a leading voice on the social, political, economic and cultural issues impacting Jamaicans, African Canadians and people of Caribbean Descent in Canada; and promoting the improvement of their quality of life.

Mission Statement

The Jamaican Canadian Association is an incorporated, non-profit charitable organization, whose mission is to uphold Jamaican's motto 'Out of Many, One People' and in so doing maintain and support the cultural heritages of Jamaicans in the Diaspora.

JCA operates under the following core principles:

Respect
Dignity
Cohesiveness
Excellence in service
Visibility

Furthermore, the organization aims to improve life for Caribbean people of all heritages, people of African descent, as well as others who subscribe to our goals and objectives.



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PRESIDENT'S REPORT

AUDREY CAMPBELL

We are pleased to present the annual report on the activities of the Jamaican Canadian Association (JCA) for the 2011-2012 fiscal year.

This past year has been full of activities as we geared up for the celebration of the JCA's 50th Anniversary as well as the celebration of Jamaica's (50th) Golden Jubilee in 2012. The focus continued to be on fundraising and the financial stability of the organization while at the same time maintaining our interface with the community at large and community partners.

The following is a synopsis of the achievements of the organization:

- The '**Walk Good**' Walk-a-thon is the premier fundraising event for the JCA. Under the leadership of its Chair, Sandra Whiting, the team raised close to \$50,000. This year's event boasted 32 patrons, each committing to raise a minimum of \$500, and 14 Community Partners.
- The **50th Anniversary Direct Mail Campaign** asks members and supporters to donate a minimum of \$1 for each year of JCA's existence, (\$50). The goal of this fundraising effort is to raise \$25,000 for the JCA. The first wave of the campaign saw approximately 400 letters mailed out the first week of January to all active JCA Members. Under the guidance of its Chair, Herman Stewart, and the team, we are at almost 50% of target. The second wave of the Direct Marketing campaign will be directed at members on the JCA inactive list and community organizations. This Direct mail campaign replaces the raffle that was originally proposed for fiscal 2011.
- The annual JCA Golf Committee co-Chaired by Keith Mills and Jim Fox held another successful tournament raising over \$3000.
- The mortgage has been reduced to approximately \$160,000. We have locked in at a fixed rate of Prime plus 1.75% for 51 months with the ability to put down up to 10% annually against the balance.
- The first phase of the building upgrades has been completed utilizing the Trillium Grant matching funds. The lighting system in the entire building has been retro fitted with energy efficient lighting. This will subsequently result in reduced hydro costs.
- In terms of JCA membership programs, \$60,000 in scholarships and bursaries was given out at the Scholarship Dinner in September. This is the highest amount ever given out in the history of the scholarship program.

The events organized and executed by the various committees have seen success in increased attendance and support over previous years.

- Community outreach was paramount in 2011/2012.
 - The JCA partnered with Black Health Alliance, Ontario Vote and First Friday to host a **Candidates' Debate of African Canadians** running in the recent provincial election.
 - The President and Membership Chair attended the **Jamaican Diaspora Conference** in Jamaica. The purpose of the Conference was to generate renewed interest in the Diaspora movement and showcase the commitment of the Jamaican Government to making this relationship successful. The attendees included delegations from the UK, USA and Canada which had the largest representation. The conference was hosted by the Hon. Min. Senator Marlene Malahoo-Forte. Jamaica's High Commissioner to Canada, Mrs. Sheila Sealy Monteith and Jamaica's Consul General to Toronto, Mr. Seth George Ramocan hosted the Canadian Group along with the Interim President of the Diaspora Foundation Canada, Mrs. Valerie Steele and Philip Mascoll.
 - The President sat on the committee, **Advocates for Black Health Improvement** co-chaired by Alan Jones and Dr. Hazel Stewart. The Group's focus is to raise public awareness of diseases plaguing the Black Community.
 - The JCA along with its community partners the Jamaica Ex-Soldiers and the Alliance of Jamaican Alumni Association raised \$6000 to assist the Dixon Family with funeral expenses due a tragic car accident which took the lives of four family members that were vacationing in Jamaica.
 - The President is working with the Jamaican Consulate, community partners and Councillor Michael Thompson in looking into what measures can be put in place to protect immigrant children who are sent to live in blended families. Concerns were spurred by what happened to **Melonie Biddersingh**, whose remains were discovered 18 years ago in a burning suit case behind an industrial complex. The Consulate has opened an account for those choosing to donate funds to assist in carrying out the wishes of Ms Biddersingh's mother to have the bodies of her children exhumed and returned to Jamaica for burial and also to finance her trip to Canada to attend the trial of the children's father and his wife.
 - **Jamaica 50th Ottawa** - At the invitation of the High Commissioner of Jamaica, Mrs. Sheila Sealy Monteith, thirty JCA members, including the JCA Board of Directors, attended a reception in Ottawa to celebrate 50 years of diplomatic relationship between Canada and Jamaica. The guest speaker was the Hon. A.J. Nicholson, Minister of Foreign Affairs.

- o **Jamaica 50th Gala 2012** - The JCA President is co-chairing the Jamaica 50th Gala, August 11th, 2012. A portion of the ticket proceeds will be donated to a JCA endowment scholarship. To date, a cheque for \$2,000 was presented to the JCA President by JA 50th co-chair Pamela Appelt and Steering Committee Member, Diana Burke.

Challenges & Opportunities

While we have seen success in some areas we are still facing significant challenges. As you are aware, governments continue to scrutinize program funding in light of government deficits and budget constraints. A number of agencies have had their funding reduced or eliminated as governments continue to cut spending.

To date the JCA has been very fortunate to not be faced with this potential loss of funding but we also recognize that we are not immune. There has been no increase in our funding and we recognize, especially with the City of Toronto, there may be impending changes. In light of this we continue to explore alternate funding and look at the new programs and services.

The JCA is also faced with the rising cost of repairs to an aging building as well as the increased cost of membership services. The Direct Mail, Walk-a-thon and the proceeds from the Father's Day fundraiser, 'Pickney Sinting' will go towards offsetting the necessary building cost incurred. We will also be recommending to the membership that membership dues be increased by \$5 across all categories effective June 1st, 2012. This will assist with the rising costs of printing, postage and other membership services.

The JCA Governance model also continues to be a challenge. The current structure requires up to 30 hours per month of volunteer hours from Board Members. In cases where there is a vacancy in a particular Board position, the workload is shifted to another Board member with tasks for events supported by all Board members. This structure is leading to rapid burn out amongst members. There is a working group consisting of JCA Past Presidents, Current JCA President, JCA Vice President, Executive Secretary and JCA Staff that is currently examining governance structure.

I am still extremely pleased with the working relationship that we share on the Board. Because of this relationship, it is always difficult when anyone leaves. The Education and Cultural Chair Mr. Del Miller will not be seeking re election to the Board. He has served a two year term and we are grateful for his contribution. The Youth Chair, Mr. Dwaine Osbourne, has served three – two year terms. His willingness to assist with any projects and his support of all things JCA will be missed on the Board. Marcia Brown, Fundraising Chair, has completed her term and will not be returning. Even though they will no longer be members of the Board they have committed to continue their relationship with the JCA. Mr. Miller will remain a member of the Scholarship Committee and Mr. Osbourne will carry on his work with the Saturday Morning Tutorial Program.

Ms. Brown will continue to be a scholarship donor and will assist in any capacity required. On behalf of your fellow Board members, it has been our pleasure to serve with you both.

The upcoming year, 2012, represents a significant milestone for the JCA; 50 years of serving the community! Fundraising remains a priority as well as the commitment to improving the JCA Governance structure.

Thank you to the members, staff, funders and sponsors that have contributed to the success of the Association and we look forward to your continued support.

Warmest regards,
Audrey Campbell



REPORT OF THE CHIEF EXECUTIVE OFFICER MICHAEL FOSTER

What a year! We just concluded our fiscal year in March 2012 with a strong focus on community engagement. The JCA continues to address emerging community issues and provide indispensable services and programs to priority neighbourhoods in the city.

Social Services Programs

Employment

The Employment Services model has been in operation at the JCA for the past 20 months. During the last fiscal year 289 individuals attended orientation sessions, out of which, 130 Assisted Clients Service plans were closed as employed, in training or placed. The evaluation report indicated that over 90% of the participants who completed the workshop or had their action plan closed, were satisfied with the service provided. Also, 25% of our clients were newcomers to Canada. These clients required our support to understand and become integrated into the Canadian job market. We are pleased to note in our follow-ups that 100% of our clients who found jobs were able to maintain employment after three months of work.

In October 2011 the staff in the employment program held a Job Fair. The fair, themed 'Fall into Action' had 17 employers and 195 registered participants in attendance. Employers included Royal Bank Canada, The Toronto Star and UPS.



"I would like to inform you that I have just found a permanent job with several benefits this week. I would like to thank you so much for your coaching and support and exerting your effort to help me find a job. Thank you again."

Participant, Employment Program

Settlement

Newcomers that accessed the settlement service originated from Jamaica, St Vincent, Barbados, St. Lucia, Trinidad and Tobago, Dominica Republic, Ghana, Nigeria, Columbia, Ecuador, Somalia, Namibia, Sierra Leone and Ethiopia. JCA services are currently available in two languages, English and Twi. In addition, the JCA continues to offer itinerant services at the Driftwood Community Centre. The aim of the program remains the integration of newcomers into Canadian society. During the past fiscal year the settlement program saw 314 new clients.

Caribbean Youth and Family Services

The Caribbean Youth and Family Services (CYFS) program is a cluster program for the parenting, Leaders in Partnership and K-Club programs. The CYFS program served 250 new clients in the last fiscal year.

Parenting

The Parenting Program provides individual support, family mediation, mobile crisis counseling, and crisis intervention to individuals and families. Program staff were also involved in referrals to community resources, dealing with custody issues, visitations, home assessments, family court, parental assessments and advocacy.

Outcomes:

- 15 children were returned to their parents.
- 30 parents with Criminal Court cases- 14 were disbanded and 16 conditionally discharged
- 10 Parents with Family court case issues - cases completed and files were closed

Leaders in Partnership

The Leaders in Partnership (LIP) program is a 10-week social activity program in collaboration with the schools and Toronto Police Service 31 Division. The LIP program was administered in 3 schools each semester with 77 students registered in total. Over **80% of the participants graduated with certificates of achievement** and 10% with certificate of participation while the other 10% were given the opportunity to participate in individual counseling at the JCA.

K-Club

The K-Club assists young men and women ages 16 to 26 of Caribbean and other ethno-cultural heritage make the transition to successful integration into family and community life. During the past fiscal year, the K-Club partnered with the Ontario Justice Education Network (OJEN) and Road to Success. The partnerships seek to reduce barriers to employment and /or educational opportunities faced by young offenders. A mentorship program was also facilitated through the K-Club.

Outcomes:

Advocacy and intervention - one of the success stories included a young single mother being re-united with her two children.

Youth Outreach Worker

JCA is the lead organization for 6 agencies in the North Quadrant of the Youth Outreach Worker Program (YOW). The Youth Outreach workers engaged and supported youth and families to a full continuum of resources including employment, education, health, social recreation, retroactive justice. Some of the highlights of the program included:

- **4th annual Back 2 School Extravaganza** – Took place at the JCA in August 2011. There were approximately 75 high school students in attendance. The students received free backpacks and supplies to return to school. There were also motivational speakers and mentors at the event to help the students prepare mentally for their return to school.
- **Project Hope (Trip to the Underground Railroad)** – A one day excursion to Uncle Tom's Cabin and Buxton National Historic Sites.
- **My City – A Day long trip by TTC.** Youth had a day long trip left to explore the City of Toronto. They visited the ROM, City TV and Ryerson University.

The YOW program has evolved into a holistic approach where the counselor is more engaged with the youth. During the fiscal year, 710 new youth were served in the program.

Seniors

The seniors program focused on promoting healthy and active living as well as positive social engagement. The fitness component of the program included having access to on site exercise equipment and programs. Through a partnership with Downsview Services for Seniors the seniors participated in an offsite walking program with other seniors' groups. Members of the seniors club participated in planning a very successful Healthy Living Fair in November 2011. In observance of Prostate Cancer Awareness month in September 2011, the men attended a presentation by Prostate Cancer Canada and participated in a healthy cooking program. The seniors also had the opportunity to participate hearing and dental clinics held at the JCA. The seniors' choir also performed in the annual Seniors Month event held at City Hall. The seniors group has an active book club that engages the members in reading and discussing assigned books. The overall impact of the seniors program included a reduction in social isolation and an increase in knowledge relating to proper nutrition and active living for the participants. In fiscal 2011-12 there were 80 participants in the seniors program.

"The Seniors Group has done a lot for me, both mentally and physically. Before becoming a member of the group, I was at home feeling so depressed and I had problems with walking. Since becoming a member, I have no time to feel depressed and my walking has improved a lot."

Eileen – Participant of seniors program since 1999

Violence Against Women

The VAW program at the JCA supports women and children who have experienced or are experiencing domestic violence. The program provides various therapeutic interventions through individual, couple, group and crisis counselling, as well as legal and parenting support.

Program staff collaborates with various community partners and stakeholders with the aim of boosting program capacity and increase clientele.

On March 8th, 2012 VAW staff partnered again with the Redwood Shelter in the promotion of youth awareness of violence against women issues, oppressive behaviours and empowerment. This forum was aptly held on International Women's Day. The event was well attended by students of three high schools and their teachers as well as some community agencies. As the program grows, it will continue to offer a wide array of holistic services to women and their children thereby reducing the barriers and oppression they face and ultimately facilitating their empowerment. The VAW program served 45 new clients during the fiscal year.

Summer Camp

The summer camp was held from July to August 2011. There were **18 kids** that participated. We received funding from Human Resources and Skills Development Canada (HRSDC) - Canada Summer Jobs to staff the camp with 2 counselors.

Community Engagement & Partnerships

We continued to collaborate with our long-standing partners. These include Jane/Finch Community and Family Centre, Black Action Defence Committee, PEACH, Hinks-Delcrest Centre, Midayanta Community Services, Griffin Centre, Children's Aid Society and Catholic Children's Aid Society. We partnered with Tropicana in the summer of 2011 to host the Summer Jobs for Youth Program at the JCA. We also partnered with the Canadian Diabetes Association in 2010 and in April 2012 to host the 1st and 3rd annual Black Diabetes Expo. In 2011 we established a partnership with TAIBU Community Health Centre. TAIBU is a community-led organization located in the Malvern area and has a specialized focus on the health needs of the Black Community.

Funders & Financial Supporters

Our funders and financial supporters have been loyal to the JCA for many years. We are thankful to the funders of our social services program. I would like to say a special thanks to United Way Toronto, City of Toronto, Ministry of Training, Colleges and Universities, Ministry of Citizenship and Immigration, Ministry of Children and Youth Services, Ministry of Community and Social Services, Services Canada and the Ontario Trillium Foundation. I would also like to express my gratitude to our donors who supports various JCA initiatives. We continue to work with the United Way Toronto to address recommendations coming out of the 2008 Organizational Review.

Staff

The staff at JCA delivered an incredible amount service to clients and customers in the face of limited resources and at times under challenging circumstances. In addition, our staff also volunteered their time for various JCA initiatives. I would like to express my sincere gratitude to them for their hard work and dedication. The management values self-care for staff and so, over the past three years we have invested in staff wellness and team building sessions. At the end of the fiscal year, the staff had a wellness day with fitness and relaxation training and information on proper nutrition, complements of our partner, TAIBU Community Health Centre.

to congratulate the following staff for long service:

Dr.Paulette Crooks-Drummond – 10 years of service

Troy Logan – 5 years of service

Last year, management negotiated a new collective agreement with the staff represented by the Canadian Union of Public Employees (CUPE).

Challenges

We continue to face some challenges, some of which are sector-wide. Some of these challenges include:

- ❖ Uncertainty regarding core and program funding to maintain or enhance our social services programs
- ❖ Maintenance costs associated with the ageing building infrastructure
- ❖ The timeliness of producing tax receipts
- ❖ Changing expectations and increased focus on program outcomes & measurement

Accomplishments

- ❖ Acquired funding from Ontario Trillium Foundation to retrofit lighting, retile floors and repair roof of the JCA Community Centre
- ❖ Secured new funding to hire both a Finance Assistant and an Executive Assistant
- ❖ Renegotiated the mortgage on the building and was able to reduce interest costs and increase cash flow
- ❖ Successful with our application to the City of Toronto for a 33% rebate on the property taxes
- ❖ New policies and procedures developed for information technology
- ❖ Reduced administrative costs by negotiating better deals on contracts for telephone and equipment
- ❖ Successfully addressed most of the recommendations from the 2008 United Way of Toronto-funded organization review
- ❖ Continue to be assessed as low risk by major funders of our social service programs.
- ❖ Completed the process to register the walkathon logo as a trade mark and finalizing registration of the JCA logo

Next Steps

We are grateful for the vision of the founders of the organization and proud of the accomplishments of all who contributed to make the JCA a success to date. This year the JCA celebrates its 50th anniversary and Jamaica celebrates its 50th year of independence. There are lots of exciting events being planned this year around these milestones.

We have embarked on a new social service project with our partners Children's Aid Society and Catholic Children's Aid Society. This is a project that will foster reunification of families in the African Canadian community.

We will also be exploring other opportunities for itinerant and satellite services in the GTA. The social services strategic planning will be moving to the next stages during the 2012-13 fiscal year. Our clients and customers are very important to us and we thank them for choosing the JCA as their place of business and/or support. I would also like to say a special thank you to our membership and volunteers for their continued support of the JCA. Last, but not least, kudos to our Board members, who have remained tenacious throughout the past fiscal year and are focused on the journey ahead.



Respectfully

MICHAEL FOSTER



VICE PRESIDENT, VOLUNTEER SERVICES

DR. SYLVANUS THOMPSON

Introduction

During the period under review, the Vice President, Volunteer Services, was involved in several JCA events/activities, including providing support to the Building Committee until a new chair was selected. Responsibilities that would normally be that of the Executive Vice-President were also performed by the VP, Volunteer Services, as that portfolio remained vacant throughout the year.

In addition to providing audio/video and other support to all committee events/activities, the Vice President served on the following committees:

- ❖ Boonoonoons Planning Committee (Co – Chair)
- ❖ Independence Gala Committee (Co – Chair)
- ❖ Staff/Management Labour Relations Committee
- ❖ Collective Bargaining Team
- ❖ New Year's Eve Function Planning Committee
- ❖ Finance Committee
- ❖ Special Trillium Funding Committee
- ❖ North York West Chapter (JCA) Spelling Bee of Canada (Chapter President)
- ❖ Scholarship Awards Committee
- ❖ Management Committee

North York West (JCA) Chapter Spelling Bee

The 2011/2012 Regional Finals for the North York West Spelling Bee of Canada Chapter was held on April 15 at the JCA. Approximately 150 students participated in the event for all three categories, Primary, Junior and Intermediate. The JCA, through a dedicated team of volunteers, conducted several Coaching sessions and a "Mock Bee" prior to the competition to help in preparing the students for the finals. The top participant from each category represented the JCA at the provincial finals in May. A plaque was presented to the JCA by Spelling Bee of Canada in recognition of the Association's contribution to the Spelling Bee program.



Boonoonoons Brunch

In addition to celebrating 50 years of culture, the achievement of Justice Aston Hall was recognized at the Annual Boonoonoons Brunch. Justice Hall is an active JCA member who was recently appointed as a judge of the Ontario Court of Justice. **The Honourable Arnaldo Brown, Jamaica's Minister of State, Foreign Affairs and Foreign Trade**, was the keynote speaker at the event. In addition to Minister Brown who also has responsibility for the Diaspora, special guests included Ontario's Minister of Consumer Affairs Margarett Best, Jamaica's High Commissioner Sheila Sealy-Montieth, and MP Judy Sgro.

Independence Gala

Several JCA members and other persons from the community were recognized for their respective contributions at the annual Independence Gala. The Theme for the event was The Journey Continues and the awardees included **Kay Blair** and **Francis Jeffers** who were recognized for their contributions to the community. **Cyndi Anderson, Joyce Myers, Beryl Nugent, Janet Samms, Eulalee Smith** and **Dr. Sylvanus Thompson** were awarded for their contributions to the JCA. The Honourable Justice Michael Tulloch, Judge of the Superior Court of Ontario, was the keynote speaker.



All Committees Meeting

One All Committees Meeting was held during the year. Various issues relating to the organization were discussed by the small but very enthusiastic members who attended the meeting. Recommendations from that meeting were referred to the Board for follow-up as warranted.

A YEAR IN PICTURES

The 2011 - 2012 year was another busy one at the JCA! We again took the lead and partnered with various organizations and initiatives, raised \$6,000 to assist with the Dixon family tragedy, went to Ottawa for the official Jamaica 50 Canada National Launch, honoured recently appointed Justice Aston Hall and hosted over 15 events! Here is a snapshot of our year.



MEMBERSHIP SERVICES REPORT

PAM REYNOLDS, CHAIR

Introduction

During the 2011 – 2012 year we signed up **122 new members** and the Membership Committee extends a hearty welcome to all of them as well as to all returning members, particularly those members who renewed their memberships in the past year.

What's New

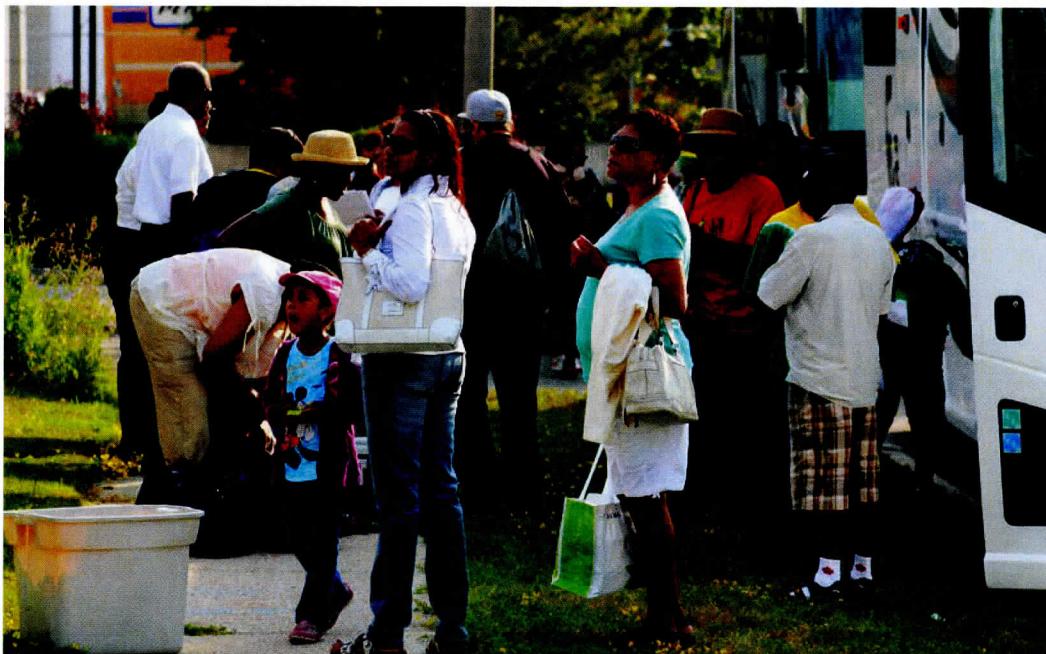
- E-renewal notices
- Electronic receipting for members who pay on-line
- Proposed increase in membership dues
- Annual Volunteer Awards available to members

Outreach

Over the past year the Membership Committee participated in several events such as Jamaica Day, Jambana, CIBC and Lancaster Public School (Malton) Black History Month celebrations; the annual Black Diabetes Expo and The Young Black & Gifted Black History Month celebration here at the JCA. All this in an effort to promote the JCA and to recruit new members to the organization. This year outreach activities netted 60 new members.

Annual Family Day Picnic

In 2011, the annual family day picnic was held at **McFarland Point Park, Niagara Falls** with 165 members and their families enjoying the family event in the beautiful outdoors. Thanks to the Membership Committee and other volunteers for their assistance.



Flag Raising Ceremony

The Flag Raising Ceremony held on July 31 was well attended by members and their families and friends as well as members of the consular corps and representatives from various levels of government.

Annual Seniors Appreciation Brunch

Our annual Seniors Appreciation Brunch was well supported by many members and guests, some new to JCA and we welcomed their support. Thanks to the Board of Directors and the many volunteers and performers who worked tirelessly to keep our seniors entertained and happy. For the 50th Anniversary we are hoping to see all of you there lending your support to our Senior Trailblazers.

Annual Children Christmas Party

Our annual Children Christmas Party was well attended we had over 120 children registered thanks to those members who registered their children early which allowed us to better plan and prepare. While we appreciate everyone's support, we ask that members and their families arrive on time to enable us to begin the program on time.

The **Wishing Well Group** continues to offer compassionate support to members and families in times of illness or bereavement.



EDUCATION & CULTURAL COMMITTEE DEL MILLER, EDUCATION CHAIR

This past year as Education and Culture Chair has been very engaging, I have learned a lot about the organization, the community it serves and what it would take to bring our success to a new level.

The portfolio of the Education and Culture chair involves managing the Saturday Morning Tutorial Program (SMTP), hosting a Black History Month symposium, administering the Scholarship Fund and representing Jamaican Canadian Association in the community wherever the need arises.

This year the SMTP maintained an average student enrolment of ten to fifteen students and three to four tutors. It is true, we have experienced a decline in enrolment over the years. However the program has been as disciplined, and true to our original values of quality education. We have demonstrated this even with our field trips to **SciNet, Canada's largest supercomputer centre affiliated with the University of Toronto** and to the Sony Centre to see the world renown Alvin Ailey American Dance Theatre. We also had a number of students participate in the Spelling Bee competition as well.

In February the JCA hosted approximately 400 students from over 12 schools for our annual Black History Month ceremony. We were blessed to have Karlyn Percil Black Business Professional Association Chair of the Harry Jerome Awards talk to the students about what it takes to be a prominent woman in black history. The students were very much engaged and the event a success.

In addition to the above I represented the JCA at a number of events including the most recent York Regional Police's Day Against Racial Discrimination. This event was very well attended by many community organizations and local politicians. The JCA was represented by both staff and board members.

The JCA Youth Chair and I are currently both representing the JCA on the Jump4JA planning team, this is the youth arm of the Toronto Jamaica 50 Celebration Inc.

FUNDRAISING COMMITTEE'S REPORT MARCIA BROWN, CHAIR

The 2011 – 2012 fundraising activities include the annual golf tournament, the growing and successful Walk Good walk-a-thon and a special Direct Mail Campaign for the JCA's 50th year celebration. The fundraising committee consists of seven dedicated members committed to the development and implementation of a three-year fundraising plan.

Father's Day Fundraising Initiative

The fundraising committee's first direct fundraising initiative will take place on Father's Day Sunday June 17, 2012 at the JCA. Given the many events on schedule for the remainder of the year (not only by the JCA but the community at large resulting from Jamaica 50 and JCA 50) we will be focusing on one fundraising event for the remainder of 2012. So that being said I am pleased to announce that we will be hosting a Father's Day event titled "Pickney Sinting" that features performances by talented children in our community in areas of singing, dancing, drumming, poetry, comedy etc. We believe this will be a fitting event for Father's Day and also to the extent that both Jamaica and the JCA are celebrating 50 years, it will be a refreshing occasion that focuses on our young people.

We have had an overwhelming response from parents, friends and community groups across the city to get their children involved in this event. The JCA Saturday morning tutorial program students are also been groomed to take part. The confirmed program items include singers, dancers (Jazz, Tap, Folk, and Traditional), African drumming, a musical piano presentation and a special skit written by myself to be performed by 16 children in honor of Jamaica 50. Tickets are \$30.00/adults and \$15.00/children under 12 and flyers/posters and tickets are already on the road. Our Primary ticket outlet is the JCA.

With the consent of the parents of the children taking part and approval of the JCA Board, we may look at making a DVD of the event to be sold and all proceeds will go the JCA.

PUBLIC RELATIONS ANNUAL REPORT YOLAN WILLIAMS-HENRY

The PR Committee has been working vigorously over the past year to recruit new members, increase awareness of JCA as well as promote the 50th celebrations. It is with this in mind that we created a series of monthly networking sessions titled After Work Edutainment (AWE). The sessions were quite informative, entertaining and educating but would have been far more successful with more attendees.

AWE

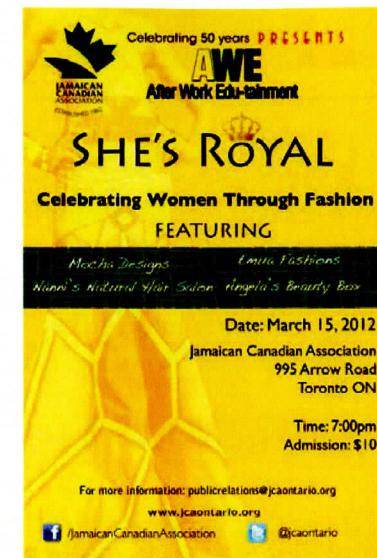
Some of the events hosted thus far are Garvey Night, Mine Yu Bizness, Focus on 62 and She's Royal.

Garvey Night focused on tracing the life of Marcus Garvey, Jamaica's 1st National Hero and the significant contribution he made to people of African heritage and the world. This was our first event and we wanted to maximize on 2011 being declared by the United Nations International Year for the People African Descent and who better to bring across the message but Marcus Garvey's contribution to people of African heritage ? This event was directed by Allan Jones who is quite passionate about the life of Marcus Garvey. We thank him for his contribution.

Mine Yu Bizness was an opportunity for networking, sharing business tips and successes amongst professionals. Some of the speakers of the night were Janet Campbell from Nanni's Natural Hair, Claudette Clarke from Balloon Décor, Chef Washington from Room Service who was also the host for the event. We thank him for opening the doors of his business to us.

Focus on 62 "Where it all began....a trip down memory lane" was quite successful. The wealth of information provided was in-depth and very educational. We would like to thank all our panel members Raphaelita Walker, Nehemiah Bailey, Hewitt Loague and the moderator Allan Jones. We would especially like to thank the 1st president Roy Williams for being one of the panel members and providing a display on the history of JCA. His display consisted of the first JCA building, the first event put on by JCA and founding members etc. with an admission cost of \$1.75. It was indeed a trip down memory lane.

The series of AWE titled **She's Royal...Empowering Women Through Fashion** was a fashion show that featured Africa and Milan compliments of Emua Fashions and Mocha Designs. For every fashion there has to be a fabulous hairdo which was courtesy of Anne Marie. As AWE aims to educate and entertain we were joined by one of the graduates of Women Moving Forward, an organization in the Jane and Finch Community that helps women to further themselves. Our MC for the evening was our very own Fundraising Chair, Marcia Brown from Marcia Brown Productions.



Outreach

We have also been vigorously recruiting for new members which has been most challenging but we endeavour to continue the quest for new members in the coming year.

Community Engagement

In addition to our monthly networking series, AWE, we have also been connecting with the wider community. We were invited to the CIBC Black Employee Network (CBEN) Black History Month Kick-Off at the CIBC Head Offices at King & Bay. Among the speakers were Larry Tomei, Senior Vice-President, CIBC Retail Markets for Central Canada and Ken Jeffers who recently retired from the position of City of Toronto Manager, Access and Diversity Parks, Forestry and Recreation. Mr. Tomei commended CBEN for their efforts in the community and Mr. Jeffers made reference in his speech to JCA as one of the organization's that has contributed to the community from the 1960's to present. We thank CBEN for the opportunity to be exposed to the CIBC network and look forward to building stronger relations.

Social Media

The number of people following on **Facebook** is approximately **400** and the number of visits to the website to date is **88,400**. There are 262 followers on **Twitter**.

We have come this far with your support and we look forward to your continued support for another year.

WOMEN'S COMMITTEE CHARMAINE SEWELL, CHAIR

The Women's Committee experienced another successful year planning and hosting events in keeping with our mandate to highlight and address issues affecting women.

We organized a bus trip to Stratford, ON for Saturday, September 10th. The main event was to see the play, "Hosanna" however, several persons opted to explore the town and its beautiful surrounding areas.

We had a representative, Marcia Gilmore, from the **Massey Centre for Women** who made a presentation to the committee on the business of the agency.

The agency-recipient for the 2011, "**Community Gifting**" was The Massey Centre for Women; which provides care and social support for young women struggling through substance abuse and caring for their children.

Our 12th Annual International Women's Day, "**Women Recognizing Women**"(WRW) , celebration was again successful. Among this year's guests: Jamaica's Consul General to Toronto, Mr. S. George Ramocan; MP for York West, Judy Sgro; Dr. Lola Ramocan and Chief Commissioner of the Ontario Human Rights Commission, Barbara Hall. Our keynote speaker was **Dr. Rosemarie Moodie, President of YWCA Toronto** . Letna Allen-Rowe was our Mistress of Ceremonies for the day.

The WRW recipients were:

**Andrea Crooks
Trisha Frances
Barbara Phillips
Janet Samms**



During the programme we paid special tribute to Min. Judy Sgro for her unwavering support to the committee and JCA, over the years. A presentation was made to Judy by Ismay Murray.

In keeping with our mandate to support women in all areas of business, we again incorporated exhibitors as part of the IWD activities. This offered female business owners from a variety of professions and fields the opportunity to promote their business and products to the community. This year we had 11 exhibitors for the event.

For the coming year we will be doing more Community outreach to make connections with other community women's groups and attend related conferences.

The JCA website is being utilized to promote the committee, its activities and events.

For the 2011/2012 fiscal we continued to grow and build on our success. During this period we welcomed **new members, Hyacinth Ferguson, Patricia Bailey, Shirley McDonald and Velma Tucker.**

We are currently seeking a suitable candidate to fill the position of co-chair and also to train her to assume the position of the chairperson in 2013. Interested parties may contact the nominating committee or any member of the women's committee.

The Women's Committee would like to express our gratitude to everyone who continues to give of their time and expertise in support of our vision. Our objective to **promote socio-economic equality for women everywhere and to bring awareness of issues impacting all women continues to be our focus.** We remain dedicated to our mission and our vision for growth is unwavering.

YOUTH AFFAIRS COMMITTEE

DWAINE OSBOURNE, CHAIR

This Annual General Meeting marks the end of an invaluable journey and learning experience serving on the Board of Directors as Youth Affairs Chair. During the tenure, we worked to bring fresh ideas to incorporate with existing activities or practices to this well established organization with a drive to bring youth into the organization, foster and keep those already here.

We have been successful in bringing youth into the organization however what tends to be our ongoing challenge is keeping their interest alive. Undaunted by such negative force, we have strategized some ways in continuing.

We created an [online newsletter](#) that focused on providing youth with information, opportunities, tips as well as celebrated youth and their accomplishments. We work to include youth in other parts of the organization, its activities and events. We also strived to get out into the community and partner with other groups to put on a 'JCA stamp'.

In January, we assisted with the planning of the fundraising concert to support the relatives of [Dickson family](#) died tragically while visiting Jamaica. This was a very heart-warming community effort lead by the JCA. In March, we volunteered at JCA International Women's Day celebration. We were in attendance in Ottawa under the invitation of Jamaica High Commissioner to Canada, Hon. Sheila Sealy Monteith to celebrate the National launch of Jamaica 50th Celebration in Canada.

Currently, we are a part of a [Jamaica 50th Youth Committee, 4WD](#), to bring awareness and educate others in Jamaica and its culture from a youth perspective. We are active in the sport sub-committee which is working to bring back the sports of old that are rooted in the Jamaican culture: sack race, egg n spoon, hoola hoop, potato race etc. These sports will be on showcase for youth and youth at heart to take part in at various popular summer events such as JamBana and Soccerfest.

BUILDING COMMITTEE

WILLIAM JENKINS, CHAIR

I am pleased to report on the significant achievements accomplished by the Building Committee and the Board of Directors in a short period of time:

- The building life safety systems brought up to code
- Fixing the ice maker machine & freezer
- Replaced all damaged ceiling tiles and hot water pump
- Cleaned one hundred banquet chairs
- Retrofitted the lighting system
- Repainted handicap parking space & doors
- Cleaned kitchens and all the equipment
- Polished the floors and completed minor emergency repairs
- Took the lead role putting on the 2012 Mother's Day Brunch

The JCA would like to thank all funders and donors for their generous support. We regret any errors or omissions.

FUNDERS

City of Toronto
Human Resources and Skills Development Canada
Ministry of Citizenship and Immigration
Ministry of Children and Youth Services
Ministry of Training, Colleges and University
Trillium Foundation
United Way

MAJOR INDIVIDUAL AND CORPORATE DONORS

Amy Nelson	Herman Stewart
Andeny Chablitt-Clark	Iris John
Audrey Campbell	Itah Sadu
Barbara Hall	Jackson Fire Protection Inc.
Barbara Thomas	JCA Domino Club
Basdai Indira Persad	Jeff Shaddick
Bernice V. Bailey	Joe Halstead
Beryl Nugent	John Howard Society of Toronto
Bruce McDonald	Kamala-Jean Gopie
Brunswick House	Lancelot Brown
Caribbean Promotions Arts & Culture Inc.	Lorimer-FHG
Courteney Harriott	Marcia Brown
CUPE Local 4400	Mary Anne Chambers
Daphne Bailey	Michael Thompson
Dawson Network	Nehemiah Bailey
Denise Brown	Neville Morrison
Dr. Vincent Conville	Norma Brown-Larro
Earl Davis	Pamella Powell
Erma Collins	Sadie Harrison
Ezra Nesbeth	Sharon Whiting-Burrowes
Falconer Charney	Vincent Conville
Francis McDonald	York Regional Police
Gifford & Raphaelita Walker	York West Provincial Liberal Association

2012 WALK GOOD SUPPORTERS

NURSING & HOMEMAKERS INC. (NHI) – **Presenting Sponsor**
CHRY Community Radio
Jamaica 50 Celebration Inc.
Western Union

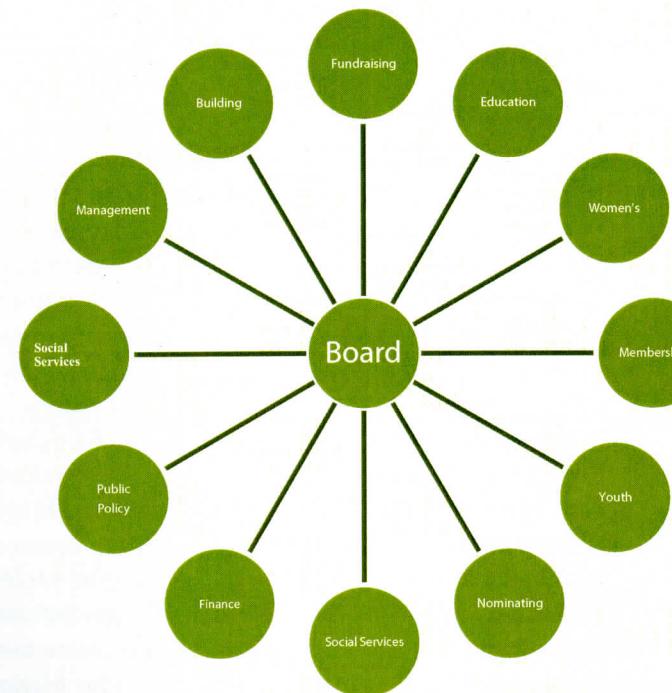
Participating Community Organizations

Participating Community Organizations
The Alliance of Jamaican Alumni Associations (Toronto) AJAA
BBPA (National Scholarship Fund)
Canadian Caribbean Association of Halton
Collective of Black Artists (COBA)
Herbert H. Carnegie Future Aces Foundation
Jamaica Visionaries Association
Markham African Caribbean Association (MACA)
Ontario Black History Society (OBHS)
P.A.C.E. (Canada)
Sickle Cell Association of Ontario
Tropicana Community Services

Membership Events Sponsors & Supporters

Amy Nelson	Linda Gray
Beryl Nugent	Lovell S. Nelson
Bruce McDonald	M. W. Thompson & Megan Sandiford
Can-Can Seniors Group	Maple Lodge Farms Ltd.
Caribbean Jerk Chicken and Drum	Michidean's J.A. Patty
Carmen Jens	Morning Star Airport Shuttle Inc.
Christopher & Dr. Mary Anne Chambers	Phyllis Walker
COSTCO	Ralph's Bakery & Take Out
Florizel E. Brown	Raphael & Joyce Waugh
Food Fiesta	Rochelle Clear Water
Frederick Ellis	Sheriff's Nofrills
Gifford & Raphaelita Walker	Sun-Light Bakery
Grace Kennedy	Viv's Catering Company
Juici Patties	Western Union

The JCA is blessed to have committed and passionate members and volunteers.
The Board of Directors thanks each and every one of you for the important role
you play in ensuring this organization continues to thrive.



2011 – 2012 VOLUNTEERS

Saturday Morning Tutorial Program	Education/Scholarship	Rudolph Gibbs
Vilma Garnett -- Coordinator	Basil Thomas	Sylvanus Thompson
Radhika Garnett	Dan Hamilton	
Dwaine Osbourne	Dr. Vincent Conville	Fundraising
Jeremy D'Oliveira	Edeva Smith	Delroy McDonald
Kathryn Grant	Edward Smith	Edna Smith-Bowes
Zenover Brown	Fay Conville	Herman Stewart
Megan Atkinson	Grace Williams	Hue Grant
	Ian Edwards	Janet Campbell
	Judith Spencer	Novelette Hewitt-Swaby
	Julie Spence	Paulette Davis
	Roseanne Henlon	

2011 – 2012 VOLUNTEERS

Spelling Bee

Anne Marie Whyte
Audrey Campbell
Charmaine Sewell
Dan Hamilton
Dwaine Osbourne
Dwight Gordon
Enid Campbell
Ian Edwards
Jeannette Lemon
Lisa Simms
Marie Chapman
Radhika Garnett
Roseanne Henlon
Sylvanus Thompson
Tamara Gordon
Trisha Francis
Vilma Garnett

Building Committee

Rudolph Gibbs
Dwight Gordon
Herbert Green
Mr. Johnson
Mr. Noel
Dean Parker
Doug Robertson
Gifford Walker
Leon Sutherland
Amy Nelson

Women's Committee

Amy Henry
Bernice Bailey
Carmen Sutherland
Daphne Bailey
Dr. Enid Collins
Ena Harrison
Eunice Graham
Haslene Davis
Hyacinth Ferguson
Ismay Murray
Jameleia Williams
Juilett Saunders
Kristy Salmon
Lorna Plumber
Majorie Cameron
Norma Clarke
Pam Powell
Patricia Bailey
Raphaelita Walker
Ruby Collymore
Sheila Raymond
Shirley McDonald
Velma Tucker
Zenover Brown

Youth Affairs

Marsha Gaye Knight
Trisha Francis
Anthony Harvey
Amanda Jaggan

Membership Services

Courtney Harriott
Dean Parker
Eulin Lewinson
Glenford Gordon
Herbert Green
Janet Samms
Lance Roach
Len Moore
Leo Campbell
Lisa Marshall
Marsha Maylor
Mary Green
Nadine McLean
Pansy Stewart
Resource Members:
Shirley McKoy
Winston Brown

UPCOMING EVENTS

Annual Family Day Picnic

Due to the popularity of our family Day picnic, this year's we will be celebrating 50th JCA landmark Anniversary of the JCA Family Day Picnic. We have booked **Crystal Beach Waterfront Park** so why not talk to your family, relatives, and friends and plan to attend and make it a family Fair on Sunday, July 8th.

JCA's 50th Golden Jubilee Celebration – Saturday July 21

Get your tickets to this very special event, JCA at 50: The Legacy Continues, featuring guest speaker, The Honorable K.D. Knight, QC.

Flag Raising Ceremony

This year we will be celebrating Jamaica and the JCA's 50th Anniversary, the Ceremony will be held on **August 5, 2012 at Toronto City Hall** the program starts at 1:00 pm share after which we well be moving on to the Independence Church Service at Revivaltime Tabernacle.

Quarterly Membership Meeting - Sunday August 26 at 2:00 pm

Seniors Appreciation Brunch

This year's Seniors Appreciation Brunch will take place on **Sunday September 9** and once again be held in conjunction with the Caribbean Seniors and Amy Nelson. Please come out and support us or sponsor a senior. This year's event will start with a reception followed by a delicious buffet dinner and lots entertainment.

JCA Annual Scholarship Dinner

This year's dinner will take place Saturday, September 15.

Annual Children Christmas Party

This year event will be held on **December 2, 2012 from 2:00pm to 4:00p.m.** Registration deadline date is November 22, 2012. While we appreciate everyone's support, please help us by registering your children early.

Serving our community since 1962



JAMAICAN
CANADIAN
ASSOCIATION
ESTABLISHED 1962

The Jamaican Canadian Association

995 Arrow Road, Toronto OM M9M 2Z5

Tel: 416 746 5772 | Fax: 416 746 7035
info@jcaontario.org | www.jcaontario.org

CELEBRATE JAMAICA'S 50TH YEAR OF INDEPENDENCE AT THE
OFFICIAL JCA FLAG RAISING CEREMONY



JAMAICA
50TH
Flagraising



AUGUST 5th 2012
Toronto City Hall - 1:00 p.m.

PLEASE BE SEATED BY 12:30 P.M. TO WATCH
PROCESSIONAL MARCH.
FOLLOWED BY JCA FLAG RAISING CEREMONY.
THE INDEPENDENCE CHURCH SERVICE FOLLOWS
IMMEDIATELY AFTER AT
REVIVAL TIME TABERNACLE @ 3P.M.
4340 DUFFERIN ST. @ FINCH AVE



The Jamaican Canadian Association (JCA)
Under the Distinguished Patronage of
Her Excellency

Sheila Sealy-Montieth, Jamaica's High Commissioner to Canada

P R E S E N T S



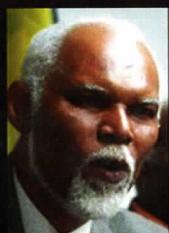
THE JCA 50TH ANNIVERSARY

Gala

"THE JCA AT 50 - THE LEGACY CONTINUES"

50TH
50TH
50TH
50TH
50TH
50TH

SATURDAY
JULY 21, 2012



KEYNOTE SPEAKER:
SENATOR, THE HON K D KNIGHT
FORMER MINISTER OF NATIONAL SECURITY, JAMAICA

ADMISSION:\$75

6:30PM

JAMAICAN CANADIAN CENTRE
995 ARROW RD. TORONTO

INFO 416-746-5772 WWW.JCAONTARIO.ORG